



# EEO

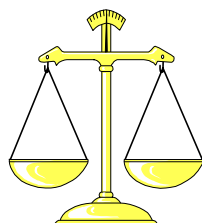
## Equal Employment Opportunity

U.S. Army Engineer Research  
and Development Center

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### *The Chief's Desk*

Happy New Year to all of you! The ERDC EEO Staff wishes each of you a very prosperous and safe new year. We are anticipating an exciting and wonderful 2001.

We plan to continue to use our newsletter to tell you about ERDC's involvement in some very innovative outreach programs, two of which are highlighted in this issue. Also, in the coming year, we plan to present several new workshops and seminars designed to aid in career development and career enhancement. If you have any ideas for workshop or seminar topics or for future newsletter articles, please let us know. Your comments and suggestions are appreciated.

Linda S. Wilkinson

### ERDC EEO Reports **Principal's Scholars Visit Champaign Site**

On three consecutive Thursday afternoons in July, the Champaign site was the host to 40 students from the University of Illinois Principal's Scholars Program. The program is a math and science initiative that works to prepare minority/disadvantaged students for college prep classes in high school. Each week-long in-residence program serves students from the schools near Champaign, Chicago, and St. Louis. The students focus on developing the critical thinking skills, academic confidence, and self-esteem necessary to build a successful future in math and science courses. They also work on verbal skills through oral and written exercises.

The students, who are nominated for attendance by their teachers and principals, don't spend all their time on homework. Their visit to CERL was one of their "Explore and Discover" opportunities. They got the chance to talk with professionals to find out what classes they should take in high school and college, what majors to select, and how much money they can earn by focusing on science and technology careers. Annette Stumpf displayed laptop, notebook, and palm-sized computers and digital cameras and talked about computer technologies. Steve Sweeney and Jim Gambill showed a video of the shaketable that was featured on "Good Morning America" earlier this year and a video of a test that is currently in process. They also explained how the shaketable works. Rich Lampo and Jonathan Trovillion talked about polymers, demonstrated how one type of foam is made, and entertained the students by freezing rubber balls and rings in liquid nitrogen.

The researchers and CERLites who served as guides (Michele Cooper, Gloria Wienke, Becky Harsha, and Teresa Aden) enjoyed the bright minds and enthusiasm of their young guests.



Figure 1. Jonathan Trovillion shows students a container of chemicals that will combine to make foam.

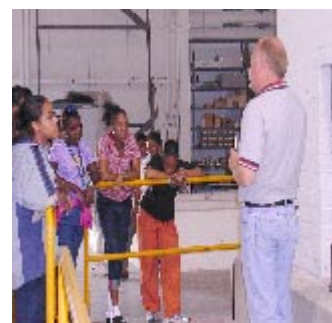
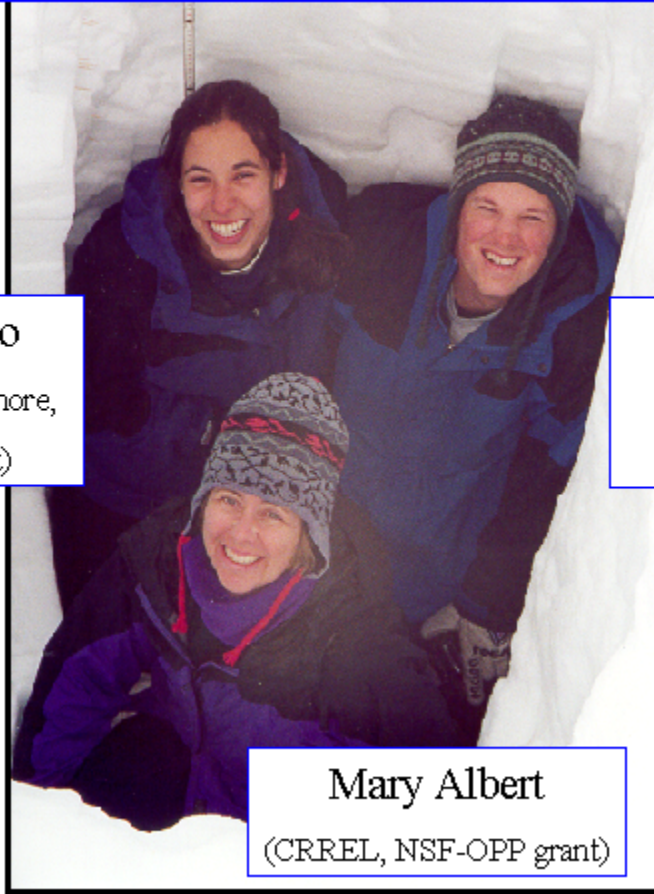


Figure 2. Students study the building on the shaketable.



Figure 3. Students watch the hydraulic actuators under the shaketable as Steve Sweeney discusses the building being tested.

## Life in the Pits at Summit, Greenland, June 2000



**Gina Luciano**

(Dartmouth sophomore,  
Stefansson grant)

**Ted Shultz**

(U. Illinois senior,  
NSF REU grant)

**Mary Albert**

(CRREL, NSF-OPP grant)

Ms. Gina Luciano worked with Dr. Mary Albert, CRREL Research Mechanical Engineer, as a Women In Science Program (WISP) intern during her freshman year at Dartmouth College. The research project involved working on snow microstructure studies. Gina very much enjoyed what she was doing and wanted to work more with Dr. Albert, so she applied for and received Dartmouth's Stefansson Fellowship. As part of this fellowship, she accompanied Dr. Albert in her National Science Foundation (NSF) sponsored field work to Greenland in June 2000. Gina got a real-world taste of field work and also was able to spend several days touring villages on the coast of Greenland. Gina is now in her junior year at Dartmouth and works with Dr. Albert part-time at CRREL. Ted Shultz was in CRREL's High School Apprenticeship Program and has worked with Dr. Albert for many summers, and even took a term off from school to work in Antarctica with her. Ted is now a senior at the University of Illinois.

The snow pit that they were building in this photo is part of Dr. Albert's NSF work on transport properties and processes in snow. This is another excellent example of what happens when two successful CRREL outreach programs come together for exciting field experiences for our future young scientists and engineers.



*A Drum Major for Peace*  
**Dr. Martin Luther King, Jr.**

The 2001 King Holiday Observance will mark the seventy-second birthday of Dr. Martin Luther King, Jr., the thirty-third Annual King Center Program, and the fifteenth anniversary of the National Holiday on 15 January 2001 in his honor. It is celebrated in some form in more than 100 countries around the world. The 2001 theme will be ***"A Day On, Not a Day Off! - Remember! Celebrate! Act!"***

The King Center is the institutional guardian of Dr. Martin Luther King, Jr.'s, legacy. It is the official living memorial to his life, work, and philosophy. The King Center, in cooperation with the Estate of Dr. King, has a legal, spiritual, and moral responsibility to maintain the integrity of Dr. King's legacy by serving as the national and international clearing house for officially sanctioned King programs and materials. By reaching out to individuals and organizations, they ensure that entities connected with Dr. King's legacy in any manner maintain a high level of integrity in keeping with his image as a world leader.

For additional information, the Web site is <http://www.TheKingCenter.com/> or e-mail to [programs@thekingcenter.org](mailto:programs@thekingcenter.org) to obtain events, news, literature, speakers, and materials.

## *National African-American History Month*

February is National African-American History Month. The Association for the Study of Afro-American Life and History has set the 2001 theme, ***"Creating and Defining the African-American Community: Family, Church, Politics, Culture."*** The Web site is <http://www.artnoir.com/asalh/>.

Each year, as many of us explore the history and culture of African-Americans, we find information and stories about the triumph of the human spirit, inspiring accounts of everyday people rising above the indignities imposed by prejudice and bigotry. These data are not only an important part of African-American history, but an essential part of American history. From crusaders such as Sojourner Truth and Booker T. Washington to civil rights leaders Mary Church Terrell and Thurgood Marshall, there have been many African-Americans who rose above slavery and brutality and became great American champions. In this quarter of the ERDC EEO Newsletter, we would like to share information with you on African-American military heroes.

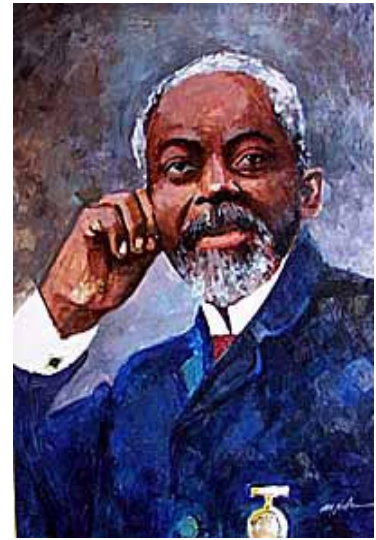
Although African-Americans have participated in every major U.S. war, the battle for integration and for recognition of the accomplishments of black soldiers has been a slow process. It wasn't until after World War II that the U.S. armed forces became integrated under a 1948 executive order by President Harry S. Truman.

Credit to blacks in the military has gradually been awarded where due and where long overdue. We have pulled out just a few historical black regiments that exemplify the struggles and the contributions by African-Americans in the armed forces before integration.

### *The 54th Massachusetts Infantry*

One of the first black units to join the Union forces in the Civil War, the **Fifty-Fourth** had the eyes of the nation upon it. The company, which was composed largely of freed black slaves from various northern states, earned its fame in the July 18, 1863, battle at Battery Wagner. It was assigned challenge of leading the assault on this

Confederate fort, which was located on an island near Charleston, S.C.



*Sgt. William H. Carney*

Although the unsuccessful attack resulted in heavy casualties, the courageous act of one member of Company C brought the Fifty-Fourth widespread attention. During the battle, the unit managed to briefly capture a small section of the battery. The unit's leader, Col. Robert Gould Shaw, however, was fatally wounded in the process. Seeing that the color sergeant was down, **Sgt. William H. Carney** risked his life to take the flag and lead the troops to the parapet, upon which he planted the colors. When the soldiers were given the order to retreat, Carney again took the flag while facing heavy fire, before falling back. He was severely wounded by two bullets during the battle but survived to become the first African-American to be presented a Congressional Medal of Honor, on May 23, 1900.

### *Buffalo Soldiers*

After the Civil War, Congress authorized the creation of six segregated black regiments to serve in the peacetime army under white officers. The Ninth and Tenth Cavalries and the 38th through 41st Infantries—all composed of African-American soldiers—were thus formed.

The new cavalries were stationed mainly in the Southwest and the Great Plains, where it was their responsibility to build forts and maintain order in a frontier overrun by outlaws and occupied by Native



Americans battling land-grabbing intruders. The black troops earned the nickname “Buffalo Soldiers”—as much for their ability in battle as for their dark skin—from the Cheyenne Indians.

10th Cavalry  
St. Mary's, MT 1894



The men of the Ninth and Tenth Cavalries further proved their abilities in the Spanish-American War and in guarding the Mexican border. Members of both regiments fought in Cuba, participating in the battle at San Juan Hill. The Tenth also served under General John J. Pershing in the expedition against Mexican revolutionary Pancho Villa. In 1941, the two regiments merged to form the Fourth Cavalry Brigade, which was led by the army's first African-American general, Benjamin O. Davis, Sr., and would exist for only three years before all horse cavalry regiments were disbanded.

#### *The Tuskegee Airmen*

By the beginning of World War II, African-Americans were putting increased pressure on the government to make conditions more equal for blacks in the armed forces. Still reluctant to integrate the military, the government took a step forward in 1941 by creating the first all-black military aviation program, at the Tuskegee Institute in Alabama. The action received a great deal of criticism from African-Americans who were outraged by their continued segregation.

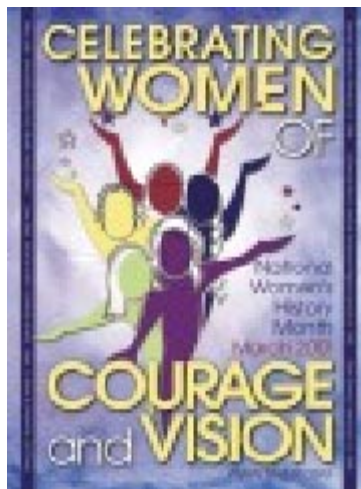
In May 1943, the first group of Tuskegee-trained pilots was sent to North Africa to join the Allied forces. They were headed by Capt. Benjamin O. Davis, Jr., who would later become the first African-American Air Force general. The accomplishments made by the 99th Fighter Squadron, especially in its collaboration with the all-white 79th Fighter Group in October 1943, helped pave the way for integration in the Air Force.

We salute the many African-Americans who have courageously and faithfully served our Nation; we salute those who have fought on the battlefields for justice and equality, as well as for peace.

*“Human Rights Rest on  
Human Dignity”*

## ***National Women's History Month***

The month of March has been designated as National Women's History Month. The 2001 national theme is “*Celebrating Women of Courage and Vision*.” This theme emphasizes the joy in recognizing women's accomplishments. By honoring women's courage and vision, we set a standard for ourselves and provide a beacon of inspiration for future generations.



As we pay tribute to the many women of courage and vision, we remember the accomplishments of the Honorable Patsy Mink, the first Asian-American woman in the House of Representatives and leader of women's educational equity; Judith Baca, the highly acclaimed Mexican-American muralist and community leader in Los Angeles; Toni Morrison, one of the most successful and celebrated writers in America today and Nobel Laureate for literature; Sarah Winnemucca, chief of the Paiute tribe in Nevada, who wrote prolifically and traveled across the country to lecture on the difficult situation facing Native Americans; Susan B. Anthony, leader of the nineteenth century women's rights movement and tireless advocate for women's suffrage; Bella Abzug, groundbreaking feminist, anti-war activist, and congresswoman; Maya Yin Lin, architect and sculptor of the Vietnam Wall in Washington, D.C., and the Civil Rights Memorial in Alabama; Wilma Mankiller, first woman chief of the Oklahoma Cherokee Indian Nation; and Sojourner Truth, born a slave who became an eloquent orator and activist for women and the abolition of slavery.

## ***A Review of Data on White Americans***

This article is a continuation of the one in last quarter's newsletter that focused on the experiences and contributions of major white immigrant groups who came to this country. Statistics for white Americans today may be found in the complete article at: <http://www.pafb.af.mil/deomi/research/Rpub.htm#pubs>.

## **MIDDLE-EASTERN AMERICANS**

- Middle-Eastern Americans are estimated to number two to three million in the United States. The 1990 census shows that approximately 870,000 people identified themselves as being of Arab descent, although it is estimated that the true figure is over a million. This ethnic group is not closely tracked in the U.S. Census and the trail of their immigration to the United States is sketchy. Many Syrians and Lebanese who immigrated to the United States in the last century came under Turkish passports.

- Middle-Eastern Americans are difficult to quantify. Although most are of Arab ethnicity, many are not. “Arab” is a term of ethnic or cultural identity rather than one of national or religious origins. Approximately 70 percent of Middle-Eastern Americans are of Christian background, the remainder, Moslem. Of the 21 countries that make up the contemporary Arab world, only a handful are tracked for immigration purposes by the Census Bureau. These are Iran, Iraq, Jordan, Lebanon, Syria, and Egypt. Although the number of Arab Americans is on the rise, the majority of the Middle-Eastern population in the U.S. is made up of Maronite and Melkite Christians of Lebanese descent.

- The first Lebanese immigrant to the United States on record was Anthony Bishallany in 1854.

- The first Arabic newspaper in the United States was founded in 1892 as “Kawab Amerika” (The Star of America).

- In 1919 there were 400,000 recorded Middle-Eastern Americans living in the United States. Most were of Syrian and Lebanese descent, and most lived in New York City. New York still has the largest Middle-Eastern population in the country. Immigration quotas

imposed in 1921 and 1924 reduced the allowable annual number of Middle-Eastern immigrants to fewer than 1,000. These restrictions were later rescinded, but the flow of these immigrants into the United States has remained at a trickle. The Census Bureau reported the following figures for Middle-Eastern immigrants by country of origin for 1994:

**Country of Origin /Number of Immigrants**  
(thousands)

Egypt	3.4
Iran	11.4
Iraq	6.0
Jordan	4.0
Lebanon	4.3
Syria	2.4

- In keeping with previous trends, Arabs represent less than three percent of all immigrants coming to the United States. Their numbers, however, are on the rise. In comparing the decade of the 1970s with the decade of the 1980s, we find that immigration from the countries listed above had almost doubled. In 1994, a total of 31,500 immigrants entered the U.S. from these countries. Of those, almost a third were Iranian, one fourth were Syrian, and one fifth were Iraqi. The remaining countries accounted for smaller segments.

- Immigration from other Arab countries, while also on the rise, accounts for a very small number. But the percentages of increase are significant for many of these groups. For example, Sudan, though not considered a Middle-Eastern country, has the greatest increase in immigration to America. In 1992, 675 Sudanese immigrated to the U.S., ten times the number of Sudanese immigrants just 10 years earlier. Similarly, immigrants from Saudi Arabia, the United Arab Emirates, Qatar, and Yemen increased more than four times between 1982 and 1992. Kuwait and Bahrain have doubled their numbers of immigrants during that same time period. Note: Iranians, generally considered Persian and not Arabic, made up the largest group of immigrants from the Middle-Eastern States or Islamic countries in 1994 with a total of 11,400 immigrants. Major Contributions: Middle-Eastern



**- Famous Americans of Middle-Eastern Background**

**Robert Aboud** (former vice-chairman of the First National Bank); **Najeeb Halaby** (former chairman of Pan American Airlines); **Lisa Halaby**, his daughter, now Queen Noor, wife of Jordan's King Hussein; **Danny Thomas** and his daughter **Marlo**; **Jamie Farr** and **Tigh Andrews** (entertainers); **Joe Robbie** (former owner of the Miami Dolphins); **Abe Giron** (former coach of the Chicago Bears); **Michael DeBakey** (medicine); **Philip Habib** (State Department envoy to peace negotiations and Assistant Secretary of State for East Asian and Pacific Affairs); and **Ralph Nader** (consumer advocate).

**POLISH AMERICANS**

- Several Poles accompanied the British when they landed in Jamestown, Virginia, in 1607. They were experts in the burning of potash, a product needed in the manufacture of glass and soap, and in production of tar and pitch. These were all products England regularly imported from Poland.

- They did so well that other Poles were invited to come. However, they were not allowed privileges equal to those of the English. As a result of this inequity, the Poles organized the first American popular assembly and labor walk-out in 1619 in Jamestown, Virginia.

- **Dr. Alexander Kurcysz** founded the first institution of higher learning in New Amsterdam.

- Many Polish helped in the fight for

Americans have made important contributions to American culture. Lebanese immigrants Farah and Haggar are two well-known clothing manufacturers in the United States.



American independence. **Thaddeus Kosciuszko** and **Count Casimir Pulaski** (father of the American cavalry) organized some decisive victories. When **Kosciuszko** left America, he left his will in the custody of Thomas Jefferson. He designated that the proceeds from his estate be used to purchase black slaves and give them freedom in his name.

- Prior to 1865, most Poles who came to this country were political dissidents, exiled as a result of the partitioning of Poland. It is believed that this was actually a very small number of people, possibly fewer than 2,000. The wave of Polish immigrants (consisting of German Poles, Austrian Poles, and Russian Poles after the partitioning of Poland) who came after 1865 were mainly poor peasants, but also included many craftsmen and educated people. This was a considerably larger group, amounting to approximately 2-1/2 million immigrants between 1865 and World War I. It is estimated that approximately 800,000 Austrian Poles and another 800,000 Russian Poles immigrated to America, but it is also believed that about 30 percent of those who arrived between 1906 and 1914 returned to Poland.

- Poles settled mainly in Chicago, Buffalo, Detroit, Cleveland, Pittsburgh, and Milwaukee. Even though most came from rural backgrounds, they became involved in industry, working in the coal and iron fields. Today, over 90 percent of Polish Americans live in urban areas.

- Twelve percent of Americans who lost their lives in World War I were of Polish background, even though at no time did the number of Poles in this country exceed 4 percent of the total population.

- According to the 1990 Census, approximately 9.3 million Americans identified themselves as being of Polish descent.

- Major Contributions: Poles were instrumental in establishing the first factory in America (glass factory); they also invented the pneumatic dynamite torpedo gun, ramrod bayonet, and telescopic sight for artillery. **Dr. Marie Elizabeth Zakrzewska**, a medical

pioneer, was active in women's suffrage and the abolition of slavery. She founded the New England Hospital for Women and Children. Caroline Still, one of the earliest black women doctors, did her internship at the hospital. It was also one of the few white nursing schools to admit blacks.



- **Famous Americans of Polish Background:** **Bronislaw Malinowski** (academia); **Casimir Funk** (biochemist who discovered vitamins); **Artur Rubinstein** (pianist); **Samuel**

**Goldwyn, Harry** and **Jack Warner** (movie makers); **Zbigniew Brzezinski** (foreign affairs advisor); **Thaddeus Sendzimir** (revolutionized the steel industry by his new methods of processing steel); **Edmund Muskie** (former U.S. Senator and Secretary of State); **Leon Jaworski** (former Watergate prosecutor); **Leopold Stokowski** (composer/director of classical music); **Gene Krupa** (jazz drummer); **Bobby Vinton** (singer); **Stan Musial, Tony Kubek,** and **Carl Yastrzemski** (baseball stars); **Ruth Handler** (founder of the Mattel Toy Co., creator of the Barbie doll); **Oleg Cassini** (fashion); **Edward J. Piszek** (Mrs. Paul's seafood products). **Mike Ditka** (football).

- Currently, the majority of Polish Americans in the United States live in New York, Illinois, Pennsylvania, New Jersey, and Michigan.

## THE CURRENT STATUS OF WHITE AMERICANS

- In 1990 there were approximately 249 million Americans, 80.3 percent (199.6 million) of whom were white.  
- Projections made in the 1980s of population growth in the United States through the year 2000 indicated that the white population would not grow as much as other segments of the population; this has so far proven true.

In the 1980 census, the percentage of whites in the general population was 83.1 percent. The U.S. Census Bureau estimates that in 1996 the population of the United States was approximately 264.6 million, of which about 194.1 million (73 percent) were white.

- The growth of the white population is not limited to America's birthrate. Immigration from Europe has continued, and has grown dramatically since 1985. In the years between 1985 and 1994, the number of European immigrants has increased 155 percent. According to the Immigration and Naturalization Service, more than 1.2 million European immigrants came to the United States during the period 1984 - 1995. The bulk of this new wave of European immigration has come from Ireland, Poland, and Russia.

- In 1995, 82 percent of white families were headed by a married couple. About 13.7 percent of white households were headed by a female, and 4.3 percent by a male.

- In 1995, 11.2 percent of all white persons lived below the poverty level.

- The unemployment rate for white Americans in 1995 was less than that for the total population.

- In 1995, 25 percent of all whites had attended some college, with 24 percent of those who attended having completing more than 4 years.

- The birthrate among whites is lower than that for the total population.

## WHITES IN MILITARY SERVICE

In 1997, whites made up 67.7 percent of the total active military force. A further breakdown reveals 84.1 percent of the officer corps as white, and 64.6 percent of the enlisted ranks as white.

# EEO Mailbag

## Questions Regarding EEO



1. Is it true that it's unlawful to change the work assignment of a pregnant employee? No. You can change a pregnant employee's work assignment as long as you have a valid, nondiscriminatory business reason for the decision.

2. Are the rules for pregnant employees the same for employees with any other temporary disability? Yes. If you provide light-duty jobs for employees with some disabilities, you must also provide them as needed for pregnant employees.

3. An employee has an impairment that limits her from lifting anything that weighs more than 15 pounds. Other than the lifting limit, the impairment does not affect her ability to perform all the essential functions of her job. Should I worry about accommodating this employee, since she does not have a disability under the Americans with Disability Act? You can't decide against accommodating this employee until you are sure her impairment does not significantly limit her in nonwork activities. Some courts have ruled that people with impairments that affect primarily nonwork activities such as procreation, enjoyment, or personal satisfaction are considered disabled and entitled to protection from discrimination under ADA.

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